



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

Southern Oregon Chapter

*Next Meeting—April 2nd,
11:30 am at Black Bear
Diner*

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Executive Committee

April Chapter Meeting

Date/Time: Tuesday, April 2nd, 2019

Executive Committee: 10:00 am

Regular Meeting: 11:30 am – 1:00 pm

Program begins at noon.

Location: Black Bear, 1150 E. Barnett Rd., Medford

Topic: Teaching Safety to a Bilingual Workforce

Speaker: Naomi Hernandez Senior Safety Management Consultant, SAIF Corporation



Bio: Naomi Hernandez has been with SAIF Corporation for 11 years where she has had the privilege to use her bilingual skills as a Safety Consultant, a Claims Adjuster, and as an Investigator.

She is a first generation Mexican American with a BA from the University of Oregon in Sociology and Spanish. She comes from a family of immigrants that started their work lives in the fields of the Willamette Valley exposing her to picking berries and cucumbers in the Canby area at the age of five years old. It is her family's strong work ethic and experiences as workers of Oregon that pushed her to pursue her honors thesis at the U of O on the struggles of Mexican American immigrants with the immigration system.

Program description: This informative training session focuses not only on why companies should offer training for those where English is a second language, but it also will explain why it is so different to teach employees from the Latino community. Primarily, this is due to the vast differences in their literacy/educational levels, spoken languages, and country of origin. The focus of this session will be on how to train and communicate more effectively, while inspiring a workforce that normally is not very involved in a traditional safety program. Participants will be provided with resources and given examples of how/what to train. Please join ASSP for this insightful training from a professional bilingual safety trainer. Naomi will share tips and tricks for communicating safety to a Latino workforce. You will better understand this culture and ways that effective safety training can be delivered.

Safety Express in Lieu of May Chapter Meeting



May's meeting is the Safety Express event; there will not be a meeting at Black Bear Diner for May.

However . . . you can join us for the lunchtime presentation portion of the Safety Express or for the entire day! Diane Hoover, PhD, will present the Safety Express lunchtime program in Grants Pass about what being a Blue Zone entails and how it can help wellness initiatives at your company.

Cost: \$21 (lunch program only). Checks will be made payable to: Southern Oregon ASSP. Please bring check to lunch.

To register: Contact Tanya Haakinson at thaakinson@timberproducts.com. The deadline to register is Tuesday, April 30, 2019. Event address will be given once registration is complete.

Diane Hoover, PhD, FACHE

Diane's family moved to Grants Pass, Oregon in 1978. Her degrees are in Healthcare Administration, Public Administration, and Human Services. She is also a board-certified Fellow in the American College of Healthcare Executives. Diane served in the United States Navy Medical Service Corps for 26 years, retiring at the rank of Captain. She came home in 2011 and was the Josephine County Public Health Director for 6 years before moving to be the Blue Zones Project Community Program Manager. Diane has been married for over 30 years to Jim Sweeney. They have 2 sons, Colin and Cameron, a goofy dog named Sage, and a neurotic cat named Simba.

Transforming Wellbeing in Grants Pass

Blue Zones Project is a community well-being improvement initiative designed to change the way people experience the world around them. By impacting environment, policy, and social networks, Blue Zones Project makes healthy choices easier. As a result, people can live longer, better, and communities can lower healthcare costs, improve productivity, and boost national recognition as a great place to live, work, and play.

A Blue Zones Community® is an area in which citizens, schools, employers, restaurants, grocery stores, and community leaders have come together to optimize residents' longevity and well-being. Grants Pass was selected to be a Blue Zones Project demonstration community through a competitive state-wide process. Community champions for the Project include Asante Three Rivers Medical Center, Primary Health of Josephine County, AllCare Health, Siskiyou Community Health Center, Club Northwest, and the Grants Pass YMCA.

Living Longer, Healthier Lives

Blue Zones Project was born out of National Geographic explorer Dan Buettner's eight-year examination of communities across the globe where people were happily living the longest. A team of medical researchers, anthropologists, demographers, and epidemiologists uncovered nine common characteristics that help identify a path for up to 12 extra years of life, regardless of geographic location. These shared lifestyle behaviors are known as the Power 9® and focus on helping people move naturally, eat wisely, connect with others, discover purpose, and change their environments.

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New Member Jen Killpack

Jen grew up on the Oregon Coast and moved to the Rogue Valley in 2000 to attend Southern Oregon University, pursuing a degree in Health Promotion and Fitness Management alongside running track as a Raider. Once graduated, she found a position locally in her field as a Health Promotion Specialist for over 8 years and traveled all over the country designing and implementing Corporate Wellness Programs based on identified risks. Jen decided to make a bold move and took a position as an Executive Assistant in a Commercial Construction Company to get back to her roots (she is the daughter of a retired building contractor). At this juncture, she was able to start bridging the gap between health and safety, landing in her current position of Safety and Workers' Compensation Coordinator for the City of Medford.

As an avid runner and lover of the outdoors, she couldn't imagine a better place to live and explore, let alone work for a city that she loves. Jen looks forward to continuing to blend health and safety in hopes to create awareness, reduce risks, and build a healthier and happier workforce. Welcome, Jen!

Online Master's Program in Safety & Health Management

A fully online Master of Science in Safety and Health Management (MS-SHM) degree is now being offered at Central Washington University.

Some important details about the MS-SHM degree:

- For career-driven EHS professionals with 4+ years of full-time work experience in EHS or a closely related field
- Requires a bachelor's degree from a regionally accredited institution
- Designed for working professionals – students take 1-2 online courses per quarter for 7 quarters in a cohort system
- Involves an applied project experience rather than a master's thesis
- Can be completed in two years and one summer
- No GRE or GMAT required
- Priority applications accepted until April 1, 2019 for coursework beginning in Fall 2019
- Coursework includes advanced safety management, EHS analytics, risk management, sustainability and stewardship, crisis management, and advanced industrial hygiene

For more information, please visit their [website](#) and review their [handbook](#). If you have questions not answered by the website or handbook, please call (509-963-1740) or email Morgan Bliss (Morgan.Bliss@cwu.edu).

Safety Break

May 8th

Excerpted from Oregon Dept. of Consumer & Business Services



Oregon businesses are invited to take a Safety Break on Wednesday, May 8th to recognize successes in creating safe and healthy workplaces. It's also a day to update training and reflect on future challenges with plans to address worksite hazards.

Now in its 16th year, Safety Break encourages employers to bolster workplace safety and health with training, safety gatherings, and other creative activities. It's an opportunity to step back and celebrate successes and plan for continued dedication in analyzing and eliminating hazards.

If you sign up online by Friday, May 3, you'll be entered to win one of three \$100 checks from Oregon SHARP, to be used for a luncheon of your choice. <http://osha.oregon.gov/safetybreak/Pages/signup.aspx>

Companies are invited to share their Safety Break activities on social media by tagging @OregonOSHA on Facebook and using #SafetyBreakDay on Twitter. For more information or ideas on how to host an event, or to download graphics, visit the Safety Break for Oregon website at <http://osha.oregon.gov/safetybreak/Pages/index.aspx>.

Safety Express in Lieu of May Chapter Meeting

Continued from page 2.

The Grants Pass Blue Zones Project staff help Grants Pass citizens do this by convening walking and potluck groups who agree to get together once a week for ten weeks. Research shows that if people get together once a week for 10 weeks, 60% of those people will maintain those social connections. The Grants Pass staff also convene Purpose Workshops to help people better understand their natural gifts and how they might use those gifts within the community.

They work with schools, employers, and churches to make the environment healthier. Many of us spend most of our day at work—so having healthy choices at our workplace is key. Blue Zones Project offers solutions for worksites to inspire employees to be happier and more productive at work and at home. A healthier employee cost less, too. When workers feel better and more connected to their colleagues, they miss less work, make greater contributions, and have lower healthcare costs. Finally, the Blue Zones Project staff work with grocery stores and restaurants to make sure that healthy food options are available. These solutions have measurably lowered healthcare costs, increased productivity, and improved the quality of life for residents in Blue Zones Project communities.

Learn More: facebook.com/bluezonesprojectgrantspass



Safety Express Tour Tuesday May 7, 2019 7:30am to 5:00pm

Please join us in an expert-led, safety and wellness focused tour of four diverse worksites within the Rogue Valley. A delicious lunch & safety presentation is included at the Bear Hotel in Grants Pass, catered by Tap Rock. Plus, you'll share in celebrating NAOSH's Safety & Health Week (May 5th—May 11th). Besides a safety tour, each location will also include examples of their wellness activities. Don't forget to get your ticket before the Safety Express is full! Limited to 45 attendees.

\$65.00 for ASSP members and \$75 for non-members.

Please make checks payable to:

Southern Oregon ASSP

PO Box 1481

Medford, OR 97501

RSVP by Thursday, April 22, 2019, to thaakinson@timberproducts.com.

Industrial Dress: Long pants, work boots or closed-toe shoes (no heels), safety vest, eye and hearing protection required.

Redwood Safety Association **Safety Summit April 26th**

Redwood Safety Association in partnership with Asante is offering a one day "**Safety Summit**" from 8:00 am to 5:00 pm on Friday, April 26th. The Safety Summit will be held at Asante TRMC at 537 Union Avenue in Grants Pass. This is an opportunity to provide training to your safety committee members on a variety of tracks by locally known safety trainers.

Sessions include:

Management Track - Safety, IH, HR

- o Teaming Up with Your Occ. Health Physician – Safety
- o Hearing Conservation Programs - IH
- o Post-Injury Management - HR

Safety Committee Track

- o Hazard ID
- o Incident Analysis

Networking – Morning and Lunch

Continental Breakfast & Lunch included in cost.

Full Day:

Member \$73.00

Non-Member \$103.00

Half Day:

Member \$52.00

Non-Member \$62.00

Registration form due by April 2, 2019.

http://www.soassp.org/uploads/2/5/8/5/25852043/safety_summit_2019_registration_form.pdf



Effective Safety Management Systems & **Employee Disengagement**

By Susan Murphey

Numerous studies point to the effectiveness of a safety management system being dependent on engagement at all levels of the organization. At the leadership level, safety must be valued as a part of the corporate culture rather than the cost of doing business. Risk management must be focused on continuous improvement in the assessment and management of risk, and the worker must feel empowered to engage and enlarge their skills and expertise, particularly when it comes to safety. So how is this achieved when employees are disengaged?

Studies show that employee disengagement may describe more than 65% of the American workforce. Among other things, it can result in apathy, cynicism, and high turnover rate. Not exactly the culture for continuous process improvement. Fixing engagement requires an honest, objective look at the corporate culture of an organization. Do workers feel valued and understood? Is there meaning and purpose felt for what they do? Do they have a clear understanding of the importance of their role in the overall success of the organization? Successful management influences absenteeism, turnover, morale, and productivity. It also influences safety.

Workers excel when they have a clear understanding of their job and the appropriate time, equipment, and training to perform at their highest level. If there is a mismatch between the work demands and the mechanisms in place to help the worker meet demands, workers may experience stress-induced responses that can contribute to poor decision making, physical health problems, and, ultimately, disengagement.

Disengagement is also an indicator of corporate safety culture. Since the success of any safety management system is dependent on the interconnection and ongoing communication between management and workers, disengagement must be addressed in order to have effective safety initiatives. When there is an environment conducive to open communication regarding safety concepts, it is more likely for safety to become woven into the culture of the organization. For an honest assessment of your organization's safety culture, consider polling your workers. A free Culture of Safety Questionnaire can be found at <http://essentialworkwellness.com/pdfs/CultureSafetyQuestionnaire.pdf>.

New Safety Fact Sheet for **Managers Available**

OSHA's Safe + Sound Campaign has a new fact sheet available on Safety Walk-Arounds for Managers. This fact sheet provides guidance to help managers and business owners identify hazards in the workplace and communicate with workers about hazards in their jobs, by conducting safety walk-arounds. The tip sheet provides recommended pre-inspection, on-site and post-inspection activities. Download this free resource at [Safety Walk-Arounds for Managers](#).



ASSP Southern Oregon Chapter Executive Committee

The following list shows the elected and appointed officers slated for the 2019-20 chapter year. Elected positions will be voted on in May.

Slate of Officers and Appointed Members 2019/2020

Position	Candidates	Position	Candidates
Elected Positions	Name	Appointed Positions	Name
President / Delegate	Chris Lawrence	Communications Coordinator	
Past President	Michael Hill	Conference Chair	David Hanson
Vice President	David Hanson	Govt. Affairs	Gary Robertson
Secretary	Roy Harper	Operations Coordinator	Tanya Haakinson
Treasurer	Patti McGuire		
Membership Coordinator	Amy Stonehill		
Program Coordinator	David Spence		

Measuring **Safety**

Excerpted from PSJ by Susan Murphey

ANSI/ASSP Z690.3 outlines 31 different risk assessment tools, each with varying applicable situations. The tools can be used to assess a variety of common occupational risks through formats such as:

- Checklists: Can be used at any stage of process/product development cycle.
- Cause-and-effect analysis: Uses broad categories to identify possible causes of undesired event or outcome, including analysis of controls.
- Consequence/probability matrix: Combines quantitative (or semiquantitative) ratings of consequences and probabilities to produce a risk rating that can be used to identify acceptable levels or controls.

Refer to [ANSI/ASSP Z690.3-2011](#), Tables A-1 and A-2 for all 31 tools.



Understanding “Unsafe Behaviors”

By Susan Murphey

I’ve always been a proponent of the philosophy of “blame the process, not the person.” After all, no one sets out to injure themselves. And yet, far too often, the conclusion of an accident or injury investigation is “unsafe behavior,” where human error on the part of the worker was the primary cause of the injury/accident.

If we assume the root cause is unsafe behavior, we’re missing a whole host of potential solutions based on other causal relationships. This blind spot may leave us missing the opportunity for analysis and intervention in areas that truly impact the potential risk. In fact, according to Ron Gantt, Vice President of SCM Safety, it’s likely impossible that unsafe behavior could be the primary cause of any single event of occupational incident. In reality, the conditions leading up to and surrounding an event significantly influence behaviors. If there is a mismatch between the work demands and the mechanisms in place to help the worker meet demands, the worker may experience responses that can contribute to poor risk management decision making, or physical limitations affecting the outcome.

Prevention through design should not only eliminate or control the hazards in the work environment, but should also support the desired behavior of the worker. Habits are the path of least resistance, our default or auto-pilot. They’re what we do intuitively. They are influenced not only by the procedure that has been taught, but also by the physical environment and psychosocial factors in the workplace. So many times, during ergonomic assessments, I’ve seen workers develop work-arounds without even realizing it because the work environment hindered their ability to follow protocol or they felt pressured to complete the task quickly. Regardless of whether an action was intended, the outcome, i.e. personal risk of accident or injury, is never intended.

When errors or accidents happen, are you telling the worker to be more careful, follow protocol, pay attention, or are you evaluating the process to see if there are barriers to being able to perform the task safely? Behaviors and conditions are not mutually exclusive. Does the work environment and corporate culture truly reward safety or behaviors that place productivity over worker well-being? Barriers may be physical, psychological, or a result of the corporate culture. Human behavior is always dependent on environmental context or conditions. Violations of safety procedures result from the belief that they will help the worker be more successful performing the expected task in the current environment.

The same underlying thought processes and behavioral actions that lead to “unsafe” behaviors can also lead to success. Safety must be the path of least resistance with a physical environment and corporate culture that supports it, and a training period long enough to establish the neural pathways for the brain to facilitate auto-pilot. Eliminating the “blame the person” mentality does not eradicate personal responsibility. Instead, the focus becomes goal oriented, where the emphasis is on process improvement for the well-being of the worker and the organization. Adopting a well-being motivated mindset can actually improve employee engagement and accountability, and, ultimately, safety.



Standards Versus Safety Management Systems

By Susan Murphey

Many industries have Standards that dictate the role of the employee, employer, and other industry-specific stakeholders in worker safety. These seem like meaningful reference tools to address known risks and hazards of work-related tasks. But how effective are they really? Does a Standard intrinsically translate into action? In my experience, it can, but doesn't always.

A Standard can be likened to a train car. It may have all the necessary elements for the ride, but there will be no forward movement without an engine—and sometimes a caboose, pushing it along from behind! An effective management system is the engine. It's the formal operating procedure that is defined by the Standard, made up of a series of interrelated fundamental elements that drive continuous improvement. These foundations define the values of the organization, while the management system puts the values to action. According to Peter Susca of OpX Safety, the success of a management system is determined by the "extent to which planned activities are realized and planned results are achieved."

Standards without a management system for measuring and analyzing planned controls for improvement have no way to evaluate compliance or success. There is also nothing that continues to move them forward. The effectiveness of a management system, and therefore, the Standard, relies on the strength of each interconnected element. Without engagement of leadership, workers, and risk management, a Standard is often just a document. If an organization fails to hold itself accountable through ongoing metrics and analysis, the train will likely come to a stop, if it ever gets moving at all.

Free Trainings Available!



Course	Location	Date
Accident Investigation	Medford	04/23/2019
Safety Meetings and Committees	Medford	04/23/2019
Fall Protection	Klamath Falls	06/18/2019
Forklift Safety	Klamath Falls	06/18/2019
Excavation Safety	Eugene	07/10/2019

Online Courses

Hazard Identification and Control - Online	Online/Internet
Inspections: What to Expect from Oregon OSHA - Online	Online/Internet
Job Hazard Analysis (JHA) - Online	Online/Internet
Lead in Construction - Online	Online/Internet
Lockout/Tagout - Online	Online/Internet
Personal Protective Equipment - Online	Online/Internet
Portable Ladder Safety - Online	Online/Internet

Training Opportunities

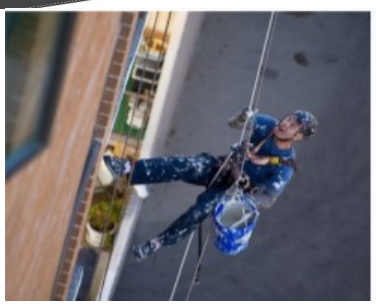


<http://www.d2000safety.com/>

Fall Protection Competent Person
Boardman, Oregon—April 9-10, 2019

Forklift Safety Train the Trainer
Medford, Oregon—May 14, 2019

Confined Space Train The Trainer
Eugene, Oregon—May 21-22, 2019



Employment Opportunities

Safety Professional—Roseburg Forest Products—Dillard, OR

- Working toward/achieving two or four-year degree in Safety Management, Industrial Hygiene, or related subject.
- Working toward/achieving OHST, ASP or CIH.
- Demonstrated 3+ years' experience in safety leadership position.
- Demonstrated understanding and working knowledge of applicable occupational safety and health regulations.
- Excellent interpersonal, listening, written, verbal, and electronic communications skills.
- Strong teaching, coaching, facilitation, and mentoring skills.

<https://roseburg.applicantpool.com/jobs/260965.html>

Safety Coordinator—Amy's Kitchen—White City, OR

Under direct supervision of the Safety Supervisor, the Safety Coordinator will assist in establishing and promoting a safe work environment in all company-wide safety programs. Helps maintain a safety culture that encourages safety awareness and self-responsibility. Assists in company focus on all aspects of occupational safety at the ground level. Assists business unit leaders in understanding policies, procedures, and safe work practices. May also work closely with employees and instruct on safety concepts, safe work practices, and safety-related materials.

<https://www.indeed.com/viewjob?jk=4f0df6359cb04bb2&tk=1d1p572vm1e8t002&from=serp&vjs=3>

Safety Engineer EHS Specialist—Carestream—White City, OR

Are you an expert at Safety & Industrial Hygiene in a industrial manufacturing environment? Are you very driven and action oriented with a track record of driving change? Do you have at least 4+ years of experience and a technical degree? If so, we would be interested in speaking with you today. Apply and get a call asap.

https://sjobs.brassring.com/TGnewUI/Search/home/HomeWithPreLoad?part-nerid=25072&siteid=5034&PageType=JobDetails&jobid=666556&codes=WINDD#jobDetails=666556_5034

Disclaimer: The content and views included in this newsletter are for educational purposes only. The Southern Oregon Chapter of ASSP and its Executive Committee and affiliated organizations disclaim any and all liability for claims that may arise out of the use of this educational content.

For More Employment Opportunities, Please See Our Employment Page at: <http://soassp.org/employment>

Monthly Newsletter of the **Southern Oregon Chapter** of the **American Society of Safety Professionals**

Mark Your Calendars



General meeting:

Thursday, April 4th, 2019 12:00 noon - 1:00 pm
No-host lunch

NEW LOCATION

Grants Pass Black Bear Diner
1900 NW 6th St, Grants Pass, OR 97526

This month's topic:

Mapping your Total Worker Health® Journey—It's Not Rocket Science

Presenter:

Liz Hill

Health improvement as an injury prevention strategy may be new to some, but injury-prevention experts agree that the only way to achieve and sustain a zero-injury work environment is to embrace health improvement as an injury prevention strategy. The National Institute for Occupational Safety and Health (NIOSH) calls this broad, integrated approach to safety Total Worker Health®.

The RSA — Providing Quality Safety Training for the Price of Lunch!

PLEASE JOIN US!!

Membership **not** required.

Executive Committee 2018-2019



President: Michael Hill, SAIF Corporation—michil@saif.com

Vice President: David Hanson, SAIF Corporation—davhan@saif.com

Past President: Pam Ahr, SAIF Corporation—pamahr@saif.com

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info@essentialworkwellness.com

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Visit our website at <http://soassp.org>.

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